

**DASHBOARD**  
HRP Strategic Plan PHASE II 2019-2020

Fiscal Year	Fiscal Year
2019-2020 Q2	2019-2020 Q3 STATUS

**Highlight - business plan deliverable****Reduction and response to crime**

HRP will work to reduce crime and the victimization caused by criminal behaviour.

<b>1</b>	<p><b>Enhanced Trauma Informed Response</b> Sponsor - Supt. Butler Project Manager - TBD</p>	Conduct a review of the current practices for Trauma Informed Response and develop a report & recommendations for improvement.	<b>0%</b>	<b>20%</b>
<b>2</b>	<p><b>Review of COMSTAT Process</b> Sponsor - Supt. Perrin Project Manager - Sheri Loadman/Kara Evans</p>	Review and evaluate the current COMSTAT process for improvement.	<b>75%</b>	<b>100%</b>
<b>3</b>	<p><b>Sexualized Violence Prevention Awareness Campaign</b> Sponsor - Supt. Perrin Project Manager - Insp. Carlisle Project Lead - Ellen MacDonald</p>	HRP will research, review and consult on the development of a targeted awareness campaign to prevent sexualized violence, paying specific attention to university students and youth, and working with subject matter experts. Complete a campaign debrief consisting of social media analytics and details of campaign partner engagement, and arrange for an in-person debrief with partners.	<b>100%</b>	<b>100%</b>
<b>4</b>	<p><b>Hub Model Assessment Project</b> Sponsor - Supt. Butler &amp; Supt. MacLean Project Manager - Sgt. Kathryn Willett &amp; Insp. Lane</p>	To explore if the HUB Model could be used in HRM to mobilize essential resources in an effective and efficient manner to address public safety issues for citizens in need.	<b>0%</b>	<b>50%</b>

**Safe communities**

HRP commits to building and sustaining safe communities by collaboratively working with our partners.

<b>5</b>	<p><b>External Communications &amp; Outreach Strategy</b> Sponsor - Chief Kinsella Project Manager - Neera Ritcey Project Lead - Melissa MacInnis</p>	Develop and initiate roll out of a comprehensive external communications & outreach strategy that includes provision for public safety education, event planning, HRP strategic messaging/proactive communication messaging and a multi media plan.	<b>30%</b>	<b>40%</b>
<b>6</b>	<p><b>Halifax, Nova Scotia: Street Checks Report Response</b> Sponsor - Chief Kinsella Project Manager - Supt. MacLean</p>	In collaboration with RCMP and BoPC representatives, develop a comprehensive response to the street checks issue informed by the Halifax, Nova Scotia: Street Checks Report, as well as, by ongoing work of Department of Justice and NS Human Rights Commission.	<b>40%</b>	<b>60%</b>
	<p><b>Diversity Meter Tool</b> Sponsor- Supt. McCoombs Project Manager - Supt. Kelly Project Lead - Cst. Parasram &amp; Chris Giacomantonio</p>	Implement the Canadian Center for Diversity and Inclusion (CCDI) Diversity Meter Tool.	<b>50%</b>	<b>100%</b>

## Effective and efficient police service

HRP is committed to operational performance excellence through continuous improvement, creating a learning culture, and progressive leadership.

7	<b>Employee Engagement Working Group</b> Sponsor - Chief Kinsella Project Manager - Insp. Carlisle	HRP will review the results of the employee engagement survey and develop a plan to identify and address issues.	20%	100%
8	<b>Optimize Training Model</b> Sponsor - Supt. McCoombs Project Manager - S/Sgt. Mark MacDonald	Develop and publish an annual training calendar that includes HRP courses as well as other relevant training opportunities.	100%	100%
9	<b>HRP Police College Registration/Certification</b> Sponsor - Supt. McCoombs Project Manager - Sgt. Ken Burton	Complete the certification process for a Nova Scotia Private Career College for the Police Science Program.	100%	100%
10	<b>Succession Planning &amp; Organizational Re-alignment</b> Sponsor - Chief Kinsella Project Manager - Supt. McCoombs	As part of the Chief of Police re-alignment HRP will conduct a needs assessment to ensure effective succession planning through training, re-assignments and skill assessment.	0%	20%
	<b>Performance Excellence</b> Sponsor - Chief Kinsella Project Manager - Neera Ritcey	Increase HRP's trained capacity in HRM's Performance Excellence model starting with senior officers. Apply relevant tools and techniques for continuous improvement starting with identified priority HRP projects.	0%	20%
11	<b>Review Patrol Deployment Model</b> Sponsor - Chief Kinsella Project Manager - Supt. MacLean	Assess and evaluate current model of patrol deployment to ensure optimization of resources.	20%	20%
13	<b>Strategic Planning Refresh and Phase II Action Plan</b> Sponsor - Chief Kinsella Project Manager - Insp. Moser Project Lead - Carole Lee Reinhardt	Conduct a "Refresh" of the HRP Strategic Plan and develop a two-year action plan.	100%	100%
	<b>HRP Technology Road Map</b> Sponsor - Supt. McCoombs Project Manager - Andrew Kozma	HRP will build on the consultant report to implement a plan that includes multiple projects in various stages of completion; some of which are contingent upon securing a funding allocation.	20%	25%